



## COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

November 17, 2006

To: Each Supervisor

From: Michael J. Henry  
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of November 16, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time. Also, this report reflects the activities that have occurred during the past two weeks.

### **DISCIPLINE**

Overall, since January 2004, disciplinary actions have been taken against 503 KDMC employees. Of this number, 255 actions have resulted in discharges or resignations. A total of 58 disciplinary actions have been taken against physicians and 41 physicians have been discharged or have resigned.

Since our last report, we have closed three cases and have opened one additional case. As a result, our open caseload is currently 27 (detailed summary information is contained in Attachments I and II). The new case involves neither a physician nor a nurse.

### **RECRUITMENTS**

Four new nursing employees have accepted positions at KDMC and are scheduled to start on Monday, November 20, 2006. The new employees include two Staff Nurses (both hired for the Medical/Surgical Department) and two Nursing Attendant I's (one hired for the Emergency Room and the other for the Nurse Staffing Office). Two nursing employees are also being promoted effective November 20, 2006. One Staff Nurse is being promoted to Supervising Staff Nurse I in the Emergency Room and one Interim Permittee is being promoted to Staff Nurse in the Emergency Room.

Each Supervisor  
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Please note that we will not be submitting a status report to you next week (Thanksgiving Holiday). Therefore, our next report will be submitted to you on December 1, 2006 and will reflect activities occurring during the next two weeks.

If you have any questions, please call me.

MJH:STS  
SBH:ck

#### Attachments

c: David E. Janssen  
Bruce Chernof, M.D.  
Ray Fortner  
Sachi Hamai  
John R. Cochran III  
Antionette Smith Epps

H:KDMC Human Resources Status Report FINAL 111706

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 11/16/06

Dated: 11/16/2006

Closed Cases -	935
Open Cases -	27
Referred Cases -	13
Grand Total =	975

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b><u>Formal discipline:</u></b>						
Discharges	10	6	32	0	35	83
Discharges of Probationers	0	8	8	1	13	30
Suspensions (6 - 30 Days)	4	12	51	6	39	112
Suspensions (1 - 5 Days)	11	10	24	2	23	70
Reprimands	7	5	25	2	15	54
Warnings	1	2	1	3	5	12
<b>Resignations in Lieu of Administrative Action</b>	20	9	31	6	11	77
<b>Release of Temporary Employee</b>	15	1	39	0	9	64
<b>Medical Release</b>	0	0	0	0	1	1
<b>Subtotal</b>	<b>68</b>	<b>53</b>	<b>211</b>	<b>20</b>	<b>151</b>	<b>503</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Non-Disciplinary <sup>4</sup> Corrective Actions</b>	25	12	41	43	34	155
<b>Total Actions Taken</b>	<b>93</b>	<b>65</b>	<b>252</b>	<b>63</b>	<b>185</b>	<b>658</b>

<sup>1</sup> Includes: Physician series; Physician's Assistant; and Nurse Practitioners

<sup>2</sup> Includes: Surgical Technicians; Medical Technologists; etc.

<sup>3</sup> Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

<sup>4</sup> Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 11/16/06

Dated: 11/16/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b><u>Formal discipline:</u></b>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
<b>Resignations in Lieu of Administrative Action</b>	18	1	1	20
<b>Release of Temporary Employee</b>	15	0	0	15
<b>Medical Release</b>	0	0	0	0
<b>Subtotal</b>	<b>58</b>	<b>9</b>	<b>1</b>	<b>68</b>

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b>Non-Disciplinary Corrective Actions</b>	23	1	1	25
<b>Total Actions Taken</b>	<b>81</b>	<b>10</b>	<b>2</b>	<b>93</b>